



Working together, with Jesus beside us, to achieve our full potential.

**A PARENTS' & CARERS' GUIDE TO THE
GNOSALL ST LAWRENCE CE PRIMARY ACADEMY**

and

GNOSALL ST LAWRENCE PRE-SCHOOL

ANTI-BULLYING POLICY



This leaflet aims to provide a quick guide to the school policy on anti-bullying.

*For full details of the policy please ask the school office for a copy or
refer to the school web site: www.st-lawrence.staffs.sch.uk*

The policy has been written and approved by the Local Governing Body of Gnosall St Lawrence CE Primary Academy and Pre-School under the delegated powers of the West Stafford Multi-Academy Trust. It has been written in accordance with the ethos, vision and values of Gnosall St Lawrence CE Primary Academy and Pre-School alongside the vision statement of the WSMAT.

What is bullying?

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

(Safe to Learn: embedding anti bullying work in schools (2007))

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

At St Lawrence's we aim to address bullying in the following ways:

1. Preventing bullying.
2. Helping children to develop the skills to deal with bullying.

We aim to achieve this in the following ways:

1. Promoting all of our school values, particular those of Caring, Honesty, Respect and Reflection. This is within the context of Christian belief and practice but inclusive of all faiths and none.
2. Through the following curriculum and practical approaches:
 - ✓ A culture where children find it easy to talk with an adult.
 - ✓ A culture where Adults listen to children.
 - ✓ Older play leaders caring for younger children in the playground.
 - ✓ A classroom "worry box" to share worries for teacher to respond to.
 - ✓ Circle time - a time each week which can be used to address issues.
 - ✓ SEAL. (*Social, Emotional Aspects of Learning.*) - a national programme which looks at many issues for children, including bullying. This is used in all year groups.
 - ✓ Anti-bullying week, with assemblies and class activities.
 - ✓ PSHE lessons. (*Personal, Social, Health and Emotional*)
 - ✓ Social skills groups - for vulnerable children providing strategies to respond to difficult situations including friendship and bullying issues.
 - ✓ Team building opportunities.
 - ✓ Talk partners. Over the academic year, children have to discuss their learning with all children in their class through talk partners, thus promoting greater awareness and tolerance between them.
 - ✓ Transition projects; for example, Yr 6 children who are anxious about the move to secondary school.

However, occasionally, bullying will still occur. How will the school deal with bullying?

- The school will interview all children involved to be sure of the facts. This initially will be done individually so children feel secure and not intimidated.
- Informing parents if bullying has occurred and parents are not aware of this.

The school will have a range of responses appropriate to the situation. These will include:

- Solution-focused (the children involved work with an adult to ensure that the situation does not occur again and put in place strategies to prevent this)
- A restorative approach (a practice which brings together the children involved in the conflict in order to find an agreed resolution, with those that have bullied being confronted with the impact of their actions, sometimes in the presence of their parents/carers).
- Circle of friends (other children providing support to the child).
- Individual work with the children involved.
- Sanctions which may be applied to a child who bullies, over and above the work with children as above. These may include the loss of playtimes with work set linked to the offence and meetings with their parents.
- Follow up support, especially with the person who reported the situation and with parents/carers.

- Referral to outside agencies, if appropriate.
- Extreme and persistent acts of bullying could result in temporary exclusion from school.

What do you do if you think your child is being bullied?

Your support

- Make time to spend with your child- be in a position in which they can tell you easily about things.
- Listen and let your child know you care.
- Hear his or her feelings about what has happened.

Your help to solve the problem

- Help to sort out all the facts of the story - slowly and calmly.
- Don't ask questions such as "Did they do ... or" Ask your child to tell you what happened.
- Don't over-question your child.
- Watch and listen to see if there is a pattern over time.
- What does your child want to happen next? Involving your child in finding a solution can be empowering and strengthen their ability to cope if a similar situation ever arises again.

Take Action

- Be prepared to take action by speaking to the school on your child's behalf. Either approach the class teacher or speak to the Headteacher.
- Don't take matters into your own hands - the school should be a partner in sorting out the situation. Share all the facts that you know, honestly and fairly.
- Give the school reasonable time to find out more and respond to you and your child.
- Take action that reassures your child, rather than embarrasses them.
- Keep calm and show fairness and respect to everyone involved.

What if your child is doing the bullying?

Your support

- Listen to what others are telling you about your child's behaviour.
- Calmly ask your child's opinions and feelings about the situation.
- Continue to show your child that you care about them. It is the behaviour that is the problem, not your child, and behaviour can change.

Help to solve the problem

- Consider reasons why your child may have bullied others. Is your child feeling insecure or are there any other problems? You need not make guesses about this on your own. Ask your child and others who know your child, including school staff.
- Help your child to take responsibility to put things right. It takes courage to apologise, so show that you are proud of them for doing so.

Take Action

- If bullying has taken place outside school, the staff will appreciate being informed that you know your child was involved and that you want to help sort things out.
- Make sure you show others that, even though your child's behaviour has been disappointing, he or she still deserves to be treated fairly and with respect.

**BULLYING IS NOT ACCEPTABLE.
NO CHILD OR ADULT DESERVES TO BE BULLIED.
PLEASE WORK IN PARTNERSHIP WITH THE SCHOOL TO ENSURE THAT
*ST.LAWRENCE'S IS A BULLY-FREE ZONE.***